

Charity registration number 511211

Company registration number 01809654 (England and Wales)

PEOPLE AND WORK UNIT
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

PEOPLE AND WORK UNIT

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees Dr C Sophocleous
P G Watkins
G B Davies
J L Huyton
G J McHugh
G D Lewis
D J Rees

Secretary S Lloyd-Jones

Charity number 511211

Company number 01809654

Registered office Unit 1 @Loudon
Plas Iona
Bute Town
Cardiff
CF10 5HW

Independent examiner Dorrell Oliver Ltd
Linden House
Monk Street
Abergavenny
Monmouthshire
NP7 5NF

Bankers HSBC Bank plc
1 Bridge Street
Newport
South Wales
NP20 6UT

PEOPLE AND WORK UNIT

CONTENTS

	Page
Trustees' report	1 - 5
Independent examiner's report	6
Statement of financial activities	7
Balance sheet	8
Notes to the financial statements	9 - 16

PEOPLE AND WORK UNIT

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2022

Chair's Report

I am writing this in May 2023. The last 12 months have seen People and Work get back to relative normality, working for the people of The Rhondda and with organisations across Wales. The Llechi Glo a Chefn project, which stretched through Wales and covered 9 projects, has been successfully completed. Taking forward lessons learned will form part of the future workload.

Where appropriate staff have embraced a hybrid work model, between home working and being office based, but this is less feasible for community work and we have occupied a new office in Pentre, Rhondda in addition to our base in Cardiff.

The economic situation is still uncertain, particularly in relation to food, clothing and energy inflation. This will impact particularly on the people of Rhondda where food and heating take up a higher proportion of household budgets. It must be recognised that there will be a fallout in terms of business failures, unemployment and, particularly, in available employment opportunities, especially for young people.

People and Work recognises that employment is the key focus to improve people's life chances. Education, training and support for people to get into the labour market and secure jobs are the key ingredients of our work. This last year has seen the development of projects designed and implemented by Rhondda people and this will constitute a key component of our future way of working. Cenhedlaeth Rhondda is the current name of the anchor organisation which will be the key organisation delivering projects. It will be a long term project requiring extensive planning and support but funding is in place to enable this.

Financially, People and Work has had a good year in accessing funding which has enabled the development of a number of posts, admittedly all temporary, but enabling young people to gain work experience working in the community. It is difficult to predict success in obtaining research contracts though our reputation is good and we have a great team. It remains to be seen how the funding landscape might change.

People and Work also needs to work on its lobbying role, in developing relationships with, and persuading other organisations of, what is needed and what works, given its long experience.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

The charity's objects are the advancement of education by carrying out and/or assisting in carrying out research and study into social and economic problems for the benefit of the general public; additionally, to promote education in all matters related to community organisations.

People and Work seeks to make a difference through two core functions:

- to promote the value of education and learning (for all age groups) as a tool for tackling inequalities and promoting employment, through a programme of community-based action research projects; and
- to undertake commissioned research and evaluation work for the public and third sectors in Wales addressing inequalities in areas such as education (formal and informal), health and employment.

People and Work's self-generated action research work is funded through charitable trusts and funds. Earned income comes from commissioned research and evaluation work done for the public and voluntary sectors. Any surplus earned through the research and evaluation contracts goes into action research work that aims to build understanding of effective ways to tackle the causes and effects of poverty, specially in relation to education, health and employment outcomes.

PEOPLE AND WORK UNIT

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT (CONTINUED))

FOR THE YEAR ENDED 31 DECEMBER 2022

Achievements and performance

In 2022 Wales was starting its recovery from the COVID-19 pandemic. People and Work were very lucky to secure recovery support via the WCVA from the Third Sector Resilience Fund Phase 3 which supported core costs relating to our project work. We have been able to continue our focus on investing in local people to enable them to devise and deliver work in their own communities, especially in Rhondda through support from the Rank Foundation, the Kickstart programme and funding from the Pen y Cymoedd Wind Farm Community Fund. During 2022 we were able to take on nine trainees from Rhondda to work with our local core team of five and expanded the employment, health and fitness and sustainability focuses to include working with families to support their children's reading.

2022 also saw the completion of the Llechi, Glo a Chefn Gwlad programme where People and Work coordinated a partnership of nine Welsh organisations – three from the former slate quarries of Gwynedd; three from the agricultural heartlands of Wales; and three from the former coalfields. This work has explored how local communities can be both core to and promote very local economies and the value of investing in local people as community leaders. Twenty-seven community members in the nine areas of the partnership have had a high quality employment experience over 12 months with training and support.

Cenhedlaeth Rhondda

Ideas have firmed up during 2022 for the development of an independent 'anchor' organisations for Rhondda that would take over the programmes being run by People and Work and provide support to other groups and organisations in the two Rhondda Valleys by offering support to raise funding, help with structures and organisation and collaboration to build capacity. The local team in Rhondda visited partners in North Wales in the summer of 2022 and came back inspired with many ideas of how they could support their community.

The idea is to develop and set up the new anchor organisation by May 2025 and, in the meantime, to work with people locally to build involvement and ownership.

The key programmes currently being run are:

Green Light employment support. This programme has worked with nearly 200 people in the last year to help them to access work or better work. Some of them are referred by local Job Centres or Communities for Work and some refer themselves or are found through other programmes. The programme works alongside people to help them look for work, apply, gain skills and qualifications and improve their prospects. In 2022 this work was part-funded by Pen y Cymoedd Wind Farm Community Fund.

Rhondda Digidol. This programme focuses on digital inclusion working across all generations to build confidence and skills in using devices and getting online. The programme runs coding clubs, supports gaming groups, provides free sim cards with pre-loaded data, lends devices including new or reconditioned laptops and tablets, helps community groups develop an online presence including building a website, offers online workshops that take people through how to safely use devices and gives one to one tuition to people new to going online. In 2022 the programme worked with over 500 people in Rhondda. This work is funded by the Moondance Foundation.

Reading Rhondda. This programme grew from a concern that children had fallen behind in reading as a result of the pandemic. The programme works from the basis that the majority of learning happens in the home and so it supports parents, grandparents and other caregivers to help their children's reading. The programme works with schools, youthclubs, mother and baby groups and other community initiatives to run reading and craft sessions and works with around 80 families every week. Volunteers are encouraged to get involved from parents reading the stories to volunteers helping to organise sessions.

PIAS social enterprise. The social enterprise re-sells donated sports clothing and equipment and has struggled to make a comeback after sales were hit by the pandemic. PIAS had to leave Too Good to Waste – a social enterprise that was hosting its sales-point – because turnover was so low and during 2022 it launched its online sales facility. This has been slow to take off but new outlets have been found including a High Street shopfront owned by RHA Wales in Treorchy and, in early 2023 Y Siop Fach Sero was opened by a community group supported by the PIAS manager in Ferndale. This zero waste shop is a sustainability hub for the Rhondda Fach, one of three to be developed by **PIAS Lles** – a development that has come out of PIAS which was launched in early 2023 and is funded by the National Lottery Community Fund.

Fit and Well – PIAS delivery. A wide range of community activities are run weekly including walking and running groups, walking football and rugby, team game activities for children and young people and environmental programmes. Over 150 people each week are involved with activities run by the team.

PEOPLE AND WORK UNIT

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT (CONTINUED)) FOR THE YEAR ENDED 31 DECEMBER 2022

Working with the Welsh Voluntary Sector

Llechi, Glo a Chefn Gwlad

People and Work has continued to coordinate an all Wales project, Llechi, Glo a Chefn Gwlad, involving a partnership nine organisations - Cwmni Bro Ffestiniog, Partneriaeth Ogwen and Siop Griffiths from the slate valleys of North Wales; Tir Coed, Tir Dewi and Credu who work with woodland and land management, farmers and carers respectively; and Ynysybwl Regeneration Partnership, DOVE and People and Work's Rhondda project in the former South Wales coalfield. The partnership is focused on the role of community in supporting and growing the foundational economy and each partner is funded to employ a leader from their community for a year to help them develop community involvement, repeated over three years. Whilst each partner is different the group have valued commonalities and the effectiveness of the network in promoting shared learning and support has been significant. In 2022 the group were able to meet face to face twice with a visit to the North Wales partners and one to Credu Carers in Welshpool and to Tir Coed in Aberystwyth.

The final report is available on the Talwrn website [Slate, Coal and Countryside - Talwrn](#) and a film made by the evaluators Y Canolfan Cynllunio Iaith is available on You-Tube <https://youtu.be/KiGUhyLICyA>.

Talwrn

Talwrn is a partnership of voluntary sector leaders in Wales convened by People and Work. It is an informal group and during 2022 decided to continue to meet online (before the pandemic meetings were always face to face) with one face to face meeting a year. The meetings provide an opportunity for sharing learning and ideas, peer support and challenge and collaborative working. The members include people who work across Wales as well as those working at a county or regional level and other at a single community level and this mix, combined with the fact that the type of work done varies widely, offers members some valuable insights.

Evaluation and Research

People and Work earns income from providing evaluation and research support to the public and voluntary sectors in Wales. We focus on qualitative work that meets with the charity's overall objectives and are committed to work that enables clients to develop their work to support people as effectively as possible.

The research and evaluation work has continued to develop and during 2022 we worked on some key policy areas for the Welsh Government, including a [Review of the Demand, Capacity and Design of Neurodevelopmental services](#), evaluation of the PACE and Communities For Work programmes, and continued a 10 year evaluation of the Invest Local programme for the Building Communities Trust [An Evaluation of Invest Local](#). People and Work provided evaluation support in 2022 to locally led employment support programmes including the Journey to Work and Skills at Work programmes led by Newport County Council; the Expanding Môn's Horizons programme led by Môn CF; and the Sgiliau programme in Blaenau Gwent. People and Work's support for third sector work includes, in 2022, providing evaluation support to Age Cymru Powys and Care and Repair Powys for the Mamwlad project, working with older farmers; evaluation of support for older people coming out of hospital for Age Cymru West Glamorgan and research for GISDA in North Wales, a homelessness and training charity.

Financial review

The results for People and Work are as shown in the Statement of Financial Activities. The trustees have reviewed the charity's need for reserves in line with guidance issued by the Charity Commission. A policy has been established whereby the unrestricted funds not committed or invested in tangible fixed assets (free reserves) should be between two and three months unrestricted expenditure. At this level, the trustees feel they would be able to continue the current activities of the charity in the event of a significant delay in funding. The policy is reviewed annually against current commitments

The Trustees have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The Trustees have assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

PEOPLE AND WORK UNIT

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT (CONTINUED)) FOR THE YEAR ENDED 31 DECEMBER 2022

Structure, governance and management

The Charity is a company limited by guarantee and does not have any share capital.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Dr C Sophocleous

P G Watkins

G B Davies

J L Huyton

G J McHugh

G D Lewis

M McKibben

D J Rees

(Resigned 1 August 2022)

Unless otherwise determined by a General Meeting, the numbers of the members of the Governing Body shall not be fewer than six or more than thirty. The Governing Body shall from time to time appoint a member of the Governing Body, either to fill a casual vacancy or by way of addition to the Governing Body, provided that the prescribed maximum is not thereby exceeded. Any member so appointed shall retain their office until the next Annual General Meeting, but he or she shall then be eligible for re-election. None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Dr Duncan Holtom heads up the research team working with Rhodri Bowen, senior researcher, and Emma Preece.

James Hall is operations manager looking after IT systems, office bases and equipment. He also heads up partnership work.

James Watts-Rees manages the Green Light programme with Tomas Jenkins.
Ethan Jones manages Rhondda Digidol

Natasha Burnell leads on social enterprise and environmental sustainability and manages Natasha Owens and Reading Rhondda.

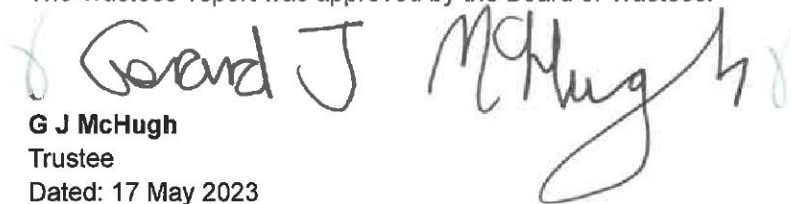
Sarah Lloyd-Jones is the director and works with our Trustees
Ann Churcher is the administrator.

There are no related parties.

PEOPLE AND WORK UNIT

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT (CONTINUED)) FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees' report was approved by the Board of Trustees.

A handwritten signature in black ink that reads "G J McHugh". The signature is written in a cursive style with a large, sweeping flourish at the end.

G J McHugh

Trustee

Dated: 17 May 2023

PEOPLE AND WORK UNIT

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF PEOPLE AND WORK UNIT

I report on the financial statements of the Charity for the year ended 31 December 2022, which are set out on pages 7 to 16.

Respective responsibilities of Trustees and examiner

The Charity's Trustees, who are also the directors of People and Work Unit for the purposes of company law, are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (i) examine the financial statements under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the financial statements present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare financial statements which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;have not been met or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

P E Lea FCA
Dorrell Oliver Ltd

Chartered Accountant
Linden House
Monk Street
Abergavenny
Monmouthshire
NP7 5NF

Dated: 17 May 2023

PEOPLE AND WORK UNIT

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income and endowments from:							
Donations and legacies	3	-	359,495	359,495	-	303,935	303,935
Charitable activities	4	193,229	-	193,229	217,944	-	217,944
Investments	5	2,082	-	2,082	3,292	-	3,292
Other income		-	20,857	20,857	-	14,230	14,230
Total income		195,311	380,352	575,663	221,236	318,165	539,401
Expenditure on:							
Charitable activities	6	154,069	403,776	557,845	193,267	329,548	522,815
Net gains/(losses) on investments	11	(3,585)	-	(3,585)	(592)	-	(592)
Net movement in funds		37,657	(23,424)	14,233	27,377	(11,383)	15,994
Fund balances at 1 January 2022		105,706	59,115	164,821	78,329	70,498	148,827
Fund balances at 31 December 2022		143,363	35,691	179,054	105,706	59,115	164,821

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

PEOPLE AND WORK UNIT

BALANCE SHEET

AS AT 31 DECEMBER 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Investments	13		19,684		23,269
Current assets					
Debtors	14	30,347		21,723	
Cash at bank and in hand		160,826		144,340	
		<u>191,173</u>		<u>166,063</u>	
Creditors: amounts falling due within one year	15	<u>(31,803)</u>		<u>(24,511)</u>	
Net current assets			<u>159,370</u>		<u>141,552</u>
Total assets less current liabilities			<u>179,054</u>		<u>164,821</u>
Income funds					
Restricted funds	16		35,691		59,115
Unrestricted funds			143,363		105,706
			<u>179,054</u>		<u>164,821</u>

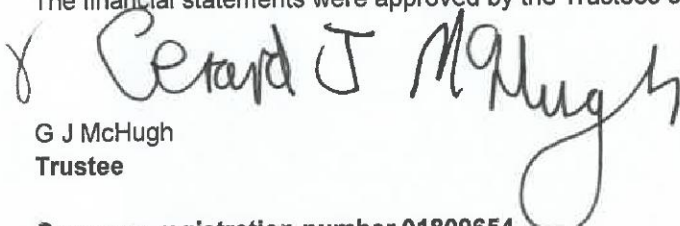
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2022.

The Trustees' acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 17 May 2023


G J McHugh
Trustee

Company registration number 01809654

PEOPLE AND WORK UNIT

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

Charity information

People and Work Unit is a private company limited by guarantee incorporated in England and Wales. The registered office is Unit 1 @Loudon, Plas Iona, Bute Town, Cardiff, CF10 5HW.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Resources expended

Direct charitable expenditure includes all expenditure directly related to the objects of the charity.

Costs have been apportioned as a percentage of project costs in line with the grant conditions. Salaries have been apportioned on a time basis.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	25% Straight line
---------------------	-------------------

PEOPLE AND WORK UNIT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

PEOPLE AND WORK UNIT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Grant income

	2022	2021
	£	£
Grants receivable	359,495	303,935
Grants receivable for core activities		
The Rank Foundation	51,465	59,450
WCVA Third Sector Resilience Grant Fund	40,000	-
National Lottery Community Fund - Supporting Great Ideas	153,027	149,632
Pen y Cymoedd	22,754	-
Postcode Community	-	10,500
National Lottery Community Fund - sustainability	-	2,600
WCVA DWP Kickstart programme	24,697	17,361
National Lottery Community Fund - People and Places	17,052	33,532
Moondance Foundation	35,000	28,500
Waterloo Foundation	15,000	-
Other	500	2,360
	<u>359,495</u>	<u>303,935</u>

4 Charitable activities

	2022	2021
	£	£
Research income	<u>193,229</u>	<u>217,944</u>

PEOPLE AND WORK UNIT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

5 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Interest receivable	2,082	3,292

6 Charitable activities

	Funded Action Research 2022 £	Research and Evaluation 2022 £	Total 2022 £	Funded Action Research 2021 £	Research and Evaluation 2021 £	Total 2021 £
Staff costs	238,000	116,847	354,847	179,858	121,735	301,593
Research	-	8,453	8,453	-	25,459	25,459
Project costs	141,464	-	141,464	131,488	-	131,488
Activity and training	95	707	802	1,000	322	1,322
Printing, stationery and advertising	935	785	1,720	262	1,841	2,103
Phone	1,284	391	1,675	1,244	1,283	2,527
IT	4,694	3,245	7,939	4,156	10,056	14,212
Sundries	56	683	739	16	309	325
Insurance	1,451	1,284	2,735	2,043	1,855	3,898
Rent	5,875	3,217	9,092	5,375	7,317	12,692
Travel expenses	6,503	550	7,053	2,742	113	2,855
Interpreters and translators	433	6,185	6,618	-	8,063	8,063
Equipment	2,986	410	3,396	1,214	4,378	5,592
Books and subs	-	1,406	1,406	150	2,118	2,268
Administration	-	5,393	5,393	-	4,969	4,969
	<u>403,776</u>	<u>149,556</u>	<u>553,332</u>	<u>329,548</u>	<u>189,818</u>	<u>519,366</u>
Share of support costs (see note 8)	-	2,000	2,000	-	1,036	1,036
Share of governance costs (see note 8)	-	2,513	2,513	-	2,413	2,413
	<u>403,776</u>	<u>154,069</u>	<u>557,845</u>	<u>329,548</u>	<u>193,267</u>	<u>522,815</u>
Analysis by fund						
Unrestricted funds	-	154,069	154,069	-	193,267	193,267
Restricted funds	403,776	-	403,776	329,548	-	329,548
	<u>403,776</u>	<u>154,069</u>	<u>557,845</u>	<u>329,548</u>	<u>193,267</u>	<u>522,815</u>

PEOPLE AND WORK UNIT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

7 Description of charitable activities

Funded Action Research

Funded Action Research - Supporting people in education and skills programmes.

Research and Evaluation

Commissioned Research and Evaluation - Evaluating and researching as commissioned.

8 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Bank Charges	2,000	-	2,000	1,036	-	1,036
Accountancy	-	2,513	2,513	-	2,413	2,413
	<u>2,000</u>	<u>2,513</u>	<u>4,513</u>	<u>1,036</u>	<u>2,413</u>	<u>3,449</u>
Analysed between Charitable activities	<u>2,000</u>	<u>2,513</u>	<u>4,513</u>	<u>1,036</u>	<u>2,413</u>	<u>3,449</u>

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

PEOPLE AND WORK UNIT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Project	8	7
Research	4	4
	<u>12</u>	<u>11</u>

Employment costs

	2022 £	2021 £
Wages and salaries	291,014	256,554
Social security costs	25,125	16,124
Other pension costs	38,709	28,915
	<u>354,848</u>	<u>301,593</u>

There were no employees whose annual remuneration was £60,000 or more.

11 Net gains/(losses) on investments

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Revaluation of investments	<u>(3,585)</u>	<u>(592)</u>

12 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

PEOPLE AND WORK UNIT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

13 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 January 2022	23,269
Valuation changes	(3,585)
At 31 December 2022	<u>19,684</u>
Carrying amount	
At 31 December 2022	<u>19,684</u>
At 31 December 2021	<u>23,269</u>

14 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	30,347	21,723
	<u>30,347</u>	<u>21,723</u>

15 Creditors: amounts falling due within one year

	2022 £	2021 £
Accruals and deferred income	31,803	24,511
	<u>31,803</u>	<u>24,511</u>